

WREX Television
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator/Director	2-23, 25-58, 61-80, 82-89, 91-93, 95	72
MMJ/Reporter	2-23, 25-31, 33-58, 61, 63-80, 82-89, 91-93, 95	80
MMJ/Reporter	2-23, 25-31, 33-58, 61, 63-80, 82-89, 91-93, 95	80
Morning Meteorologist	2-23, 25-52, 54-58, 60-61, 63-80, 82-89, 91-93, 95	60
Assignment Editor	2-38, 40-59, 61, 63-64, 66-80, 83-89, 91, 93-95	59
Newscast Producer	1-2, 4-58, 61, 63-64, 66-80, 83-89, 91-95	92
Morning News Anchor	1-2, 4-58, 61, 63-81, 83-95	90

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 233-6163 Email : jholmes3166@hotmail.com Fax : 1-912-233-2949 CMegill Brown	N	0
2	602 communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602 954-8373 Url : www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
3	A.Q.Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan, Kansas 66506 Phone : 785-532-6890 Email : ces@ksu.edu Fax : 1-785-532-5484 Erin Moore	N	0
4	AARP Foundation 4601 Southwest 9th St Suite 1 Des Moines, Iowa 53025 Phone : 515-287-1555 Url : www.aarp.org Email : pethompson@aarp.org Pam Thompson	N	0
5	ABS 712 North Watson Arlington, Texas 76011 Phone : 817-695-2474 Url : http://radioschool.com Email : michelle@radioschool.com Michelke McConnell	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Academy of Radio Broadcasting 16052 Beach Blvd. Suite 263-N Huntington Beach, California 92647 Phone : 714-842-0100 Url : arbradio.com Email : doreen@arbradio.com Fax : 1-714-842-1850 Doreen Dunn	N	0
7	AccessAbility 360 Hoover Street NE Minneapolis, Minnesota 55413 Phone : 612-331-5958 Url : www.accessability.org Fax : 1-612-331-2448 Laura Hollinger	N	0
8	Adult Client Training Service 802 E Fairview Ave Olivia, Minnesota 56277 Phone : 320-523-5666 Url : www.acts-ability.org Email : kborden@tds.net Fax : 1-320-523-5766 Karen Borden	N	0
9	Adult Learning Programs of Alaska 60 Hall Street Fairbanks, Alaska 99701-4828 Phone : 907-452-6434 ext. 25 Url : www.adultlearning.org Email : info@adultlearning.org Fax : 1-907-451-6598 Tina Stevens	N	0
10	Adult Training & Habitation Center PO Box 600 Winsted, Minnesota 55395 Phone : 320-485-4191 Url : www.athc.org Email : sdwathc@tds.net Fax : 1-320-485-4763 Steven Wilson	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Advance Services 1302 Riverside Blvd Norfolk, Nebraska 68701 Phone : 402.379.9823 Url : http://www.advanceservices.com/ Email : rachels@advanceservices.com Fax : 1-402-379-2000 Rachel Stolp	N	0
12	AEP at Lewis University 2 Deer Path Lake in the Hills, Illinois 60156 Phone : 815-834-0500 Email : karimodelactor@yahoo.com Karen Bonk	N	0
13	Affirmative Action Division City of Madison 210 Martin Luther King Jr. Blvd. Room 523 Madison, Wisconsin 53703 Phone : (608) 266-4910 Url : www.cityofmadison.com Email : CThiele@cityofmadison.com Fax : 1-608-266-6514 Chrissy Thiele	N	0
14	African American Chamber of Commerce - MN 401 N Robert Street Suite 150 St. Paul, Minnesota 55101 Phone : 651-224-4320 Url : www.minnesotabcc.org Email : info@minnesotabcc.org n/a n/a	N	0
15	African American Student Affairs 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone : (919) 515-3835 Email : Tracey_Ray@ncsu.edu Fax : 1-919-515-8078 Tracey Ray	N	0
16	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0

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17	AFRICAN-AMERICAN FAMILY PRESERVATION 1631 E. 17TH WICHITA, Kansas 67202 Phone : 316-269-0488 Fax : 1-316-269-2744 JENNIFER JONES	N	0
18	Aiken Technical College Career Center P.O. Box 696 Aiken, South Carolina 29802 Phone : 803.593.9954 ext. 12 Email : placement@atc.edu Paula Layfield	N	0
19	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334/229-4493 Url : http://www.alasu.edu Email : dokeowo@alasu.edu Fax : 1-334-229-4976 David Okeowo	N	0
20	Albany State University 504 College Drive Albany, Georgia 3175 Phone : 229-430-4654 Email : careers@asurams.edu Fax : 1-229-878-3098 Dr. Ernest Brown	N	0
21	Albany Technical College 1704 S. Slappey Blvd. Albany, Georgia 31701 Phone : (229) 430-3939 Fax : 1-229-430-6180 Peggy Haire	N	0
22	Alcorn State University Box 359 Lorman, Mississippi 39096 Phone : 601-877-6111 Email : cbristow@lorman.alcorn.edu Fax : 1-601-877-2975 Clinton Bristow, Jr.	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Alice Lloyd College 100 Purpose Road Pippa Passes, Kentucky 41844 Phone : 606-368-6136 Email : careerservices@alc.edu Fax : 1-606-368-6217 Janet Johnson	N	0
24	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Do not send emails as of 8/15/17 Denver Manual Posting	N	0
25	Alvin Community College 3110 Mustang Rd. Alvin, Texas 77511 Phone : 281-756-3767 Url : www.alvincollege.edu Email : BLewis@alvincollege.edu Bill Lewis	N	0
26	American Assn. of Blacks in Energy P. O. Box 51371 New Orleans, Louisiana 70151 Phone : 504-244-1349 Email : E7CS@aol.com Eula Lynch	N	0
27	American Business Women's Association 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Email : mba@mbaweb.org Fax : 1-417-883-2259 Donnie Harris	N	0
28	American Federation of Television and Radio Artists 911 Washington Ave Ste 207 St Louis, Missouri 63101 Phone : 314-231-8410 Fax : 1-314-231-8412 Maureen OBrien	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	American Indian Chamber of Commerce in Kansas P.O. Box 750222 Topeka, Kansas 66675 Phone : (785) 749-8434 Fax : (785) 832-6605 Marilyn Bread	N	0
30	American Indian Council Employment 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9036 Email : aicsuzanne@yahoo.com Suzanne -	N	0
31	American Marketing Association Madison PO Box 259692 Madison, Wisconsin 53725 Url : www.amamadison.org/ Email : madison@amamadison.org Paul Nylander	N	0
32	American News Women's Club 1607 22nd St NW Washington, District of Columbia 20008 Phone : 202-332-6770 Email : anwclub@comcast.net Fax : 1-202-265-6092 Lynn Donnelly Gorton	N	0
33	Ancilla College 9601 Union Road Donaldson, Indiana 46513 Fax : 1-574-935-1773 Jim Cawthon	N	0
34	Arkansas Technical University 1605 Collisium Drive Russellville, Arkansas 72801 Phone : 479-968-0278 Email : mba@mbaweb.org Fax : 1-479-964-0863 Bubba Sender	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Army Community service General Stilwell Community center Bldg 4260 on OMC Seaside, California 93955 Phone : 831-242-4652 Url : http://www.monteery.army.mil/acs/index.html Email : kevin.ann.moore@us.army.mil Fax : 1-831-242-7662 Kevin Moore	N	0
36	Association for Education in Journalism and Mass Communications 234 Outlet Pointe Blvd. Suite A Columbia, South Carolina 29210-5667 Phone : 803-798-0271 Fax : 1-803-772-3509 Linda Steiner	N	0
37	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
38	Avila University 11901 Wornall Rd Kansas City, Missouri 64145 Phone : 816-501-3666 Url : avila.edu Email : careers@avila.edu Fax : 1-816-501-2461 Ladonna Jackson	N	0
39	Ayers Institute 3010 Knight St. #300 Shreveport, Louisiana 71105 Phone : 318-868-3000 Fax : 318-868-7701 Darlene Robinson	N	0
40	Badger Herald 326 W. Gorham St. Madison, Wisconsin 53703 Phone : (608)257-4712 x 313 Url : www.badgerherald.com Email : Editor@badgerherald.com Fax : 1-608-258-3029 Tara Golshan	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Baker College of Muskegon 1903 Marquette Ave. Muskegon, Michigan 49442 Phone : 231-777-6500 Url : www.Baker.edu Fax : 1-231-777-6501 Margie Broton	N	0
42	Baker University 618 Eighth Street P.O. Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : http://www.bakeru.edu/index.php Email : cdc@bakeru.edu Susan Wade	N	0
43	Baldwin Wallace College 275 Eastlake Road Berea, Ohio 44017 Phone : 440-826-2101 Email : career@bw.edu Career Center	N	0
44	Ball State University Dept of Telecommunications Muncie, Indiana 47306 Phone : 765-285-1872 Email : jneedham@bsu.edu James Needham	N	0
45	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : 866-813-2465 ext 214 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : simmonse@bartonccc.edu Fax : 1-620-792-9214 Elaine Simmons	N	0
46	Bellarmino College 200 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Email : mba@mbaweb.org Fax : 1-502-452-8050 Ann Zenan	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Bellevue University 1000 Galvin Road South Bellevue, Nebraska 68005-3098 Phone : 402-557-7423 Email : careerservices@bellevue.edu Bailey Petzoldt	N	0
48	Beloit College 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2675 Url : www.beloit.edu Email : jobpostings@beloit.edu Fax : 1-608-363-2675 Angela Davis	N	0
49	Beloit College/Field & Career Services 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu Luke Janiak-Fenton	N	0
50	Belvidere Chamber of Commerce 130 South State Street Ste. 300 Belvidere, Illinois 61008 Phone : (815) 544-4357 Url : http://www.belviderechamber.com/ Email : tlassandro@belviderechamber.com Fax : 1-815-547-7654 Tom Lassandro	N	0
51	Bethany Lutheran College 700 Luther Drive Mankato, Minnesota 56001 Phone : 507-344-7321 Email : careerservices@blc.edu Fax : 1-507-344-7376 Career Service	N	0
52	Black College Radio & Television PO Box 3191 Atlanta, Georgia 30302 Phone : 404.523.6136 Email : LoJelks@aol.com Lo Jelks	N	0

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53	Black Economic Union 1601 East 18th Street Suite 300 Kansas City, Missouri 64180 Phone : 816-474-1080 Email : mba@mbaweb.org Fax : 1-816-474-5805 Cathy Thomas	N	0
54	Black Employees Assoc of OPPD 444 S. 16th St.Mall Omaha, Nebraska Phone : 402-636-2000 Email : rnettles@oppd.com Fax : 1-402-636-3659 Richard Nettles	N	0
55	Black Womens Network 703 SE Hackberry Topeka, Kansas 66607 Phone : 785-232-0008 Email : BKCushinberry@yahoo.com Beverly Cushinberry	N	0
56	Blackhawk Technical College P.O. Box 5009 Janesville, Wisconsin 53547 Phone : 608-758-6900 Email : ckoerth@blackhawk.edu Colleen Koerth	N	0
57	Blind Inc. 100 E. 22nd Street Minneapolis, Minnesota 55404 Phone : 612-872-0100 Url : ddavis@blindinc.org Email : ddavis@blindinc.org Dick Davis	N	0
58	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Fax : 1-813-494-4555 Michael Bille	N	0
59	Current Employee	N	1

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60	Did not indicate (Source Unknown)	N	1
61	Eastern Illinois University 600 Lincoln Avenue Charleston, Illinois 61920-3099 Phone : 217-581-2412 Url : http://www.eiu.edu/ Email : afreeswilliams@eiu.edu Allison Frees-Williams	Y	0
62	Employee Referral	N	2
63	Highland Community College 2998 W Pearl City Rd Freeport, Illinois 61032 Phone : 815.599.3678 Url : http://www.highland.edu/ Theresa Kepner Manual Posting	N	0
64	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Url : www.ILBA.org Email : iba@ilba.org Fax : 1-618-985-6070 Debra Gray	N	0
65	Illinois Institute of Art-Schaumburg* 350 N Orleans St Chicago, Illinois 60654 Phone : 312-777-8561 Url : www.artinstitutes.edu/schaumburg Email : rpeterson@aii.edu Fax : 1-312-777-8786 Rob Peterson	Y	0
66	Illinois Media School 455 Eisenhower Ln. South Ste. 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : cjackson@beonair.com Fax : 1-630-916-1764 Carl Jackson	N	0

* During the reporting period, the station received bouncebacks from this source because the contact information had changed (but the source had not notified WREX). WREX made efforts to contact the source to obtain new contact information and, after awhile, was ultimately successful. However, as a result of the out of date contact information during the reporting period, multiple vacancy notices that were intended to be sent to this recruitment source were undeliverable which is why we are reporting this source as having not been used for all vacancies.

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67	KBJR 6 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Email : kmmartin@kbjr.com Kayla Martin	N	0
68	KTIV 3135 Floyd Blvd. Sioux City, Iowa 51108 Phone : 712-239-4100 x209 Url : www.ktiv.com Email : kclayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	0
69	KTTC 6301 Bandel Rd. NW Rochester, Minnesota 55901 Phone : 507-280-5104 Url : www.kttc.com Email : jneyens@kttc.com Fax : 1-507-288-6324 Jodi Neyens	N	0
70	KWWL 500 East 4th St. Waterloo, Iowa 50703 Phone : 319-291-1259 Url : www.kwwl.com Email : syoungblut@kwwl.com Fax : 1-319-291-1255 Sandy Youngblut	N	0
71	La Voz Latina 730 N. Church Street Rockford, Illinois 61107 Phone : (815) 965-5784 Url : http://www.lavozlatina-rkfd.org/ Email : KRoush@lavozlatina-rkfd.org Fax : 1-815-965-5935 Kim Roush	N	0

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72	Madison Media Institute/Rockford Career College (Madison) 2702 Agriculture Dr Madison, Wisconsin 53718 Phone : 608-237-8311 Url : mediainstitute.edu Email : nbrost1@mediainstitute.edu Nathaniel Brost	N	1
73	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com/jobsubmit.htm Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
74	QMI Corporate 130 S. 5th Street Quincy, Illinois 62301 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	2
75	Rock River Training Corp 303 N Main St Rockford, Illinois 61101 Phone : (815) 395-6600 Url : http://rockrivertraining.org/ Email : rrtc@rockrivertraining.org Fax : 1-815-966-2433 Michael Williams	N	0
76	Rock Valley College 3301 N. Mulford Rockford, Illinois 61111 Phone : 815-921-4111 Url : http://www.rockvalleycollege.edu/ Amanda Lonsway Manual Posting	N	0

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77	Rockford University 5050 E. State Street Rockford, Illinois 61108 Phone : 815-394-4376 Url : http://www.rockford.edu/ Monique Lindstedt Manual Posting	N	0
78	Society of Broadcast Engineers 9102 North Meridian Street Suite 105 Indianapolis, Indiana 46260 Scott Jones Manual Posting	N	0
79	St. Cloud State 720 4th Avenue South St. Cloud, Minnesota 56301 Phone : (320) 308-2284 Url : allstaff@itvs.com Email : mmills@stcloudstate.edu Fax : 1-320-308-2059 Mark Mills	N	0
80	tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800.374.0119 Url : tvjobs.com Mark Holloway Manual Posting	N	2
81	University of Colorado Boulder-College of Media Folsom Stadium Suite 110 Boulder, Colorado 80309-0020 Phone : 303-492-5480 Email : christine.mahoney@colorado.edu Start emails 3/13/18 Mahoney	Y	0
82	University of Illinois Springfield One University Plaza MS SAB 50 Springfield, Illinois 62703 Phone : (217) 206-6508 Email : careerservices@uis.edu Doug Brackney	N	0

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83	University of Oregon 1217 University of Oregon Eugene, Oregon 97403 Phone : (541) 346-3201 Email : cnisser@uoregon.edu Fax : 1-541-346-5815 Charlotte Nisser	N	0
84	UW–Madison Dept of Atmospheric and Oceanic Sciences 1225 W. Dayton St., Rm 849 Madison , Wisconsin 53706 Phone : 608-263-2400 Url : http://www.wisc.edu/ Email : aos@aos.wisc.edu Career Recruiter	Y	0
85	WAOW 1908 Grand Ave Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : www.waow.com Email : kfuller@waow.com Fax : 1-715-848-0195 Kelly Fuller	N	0
86	WBNG 560 Columbia Dr Johnson City, New York 13790 Phone : 607-584-7223 Email : cgarger@wbngtv.com Kate Garger	N	0
87	WEEK 2907 Springfield Rd East Peoria, Illinois 61611 Phone : 309-698-3784 Url : www.week.com Email : ttesch@week.com Teddi Stonesifer	N	0

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88	WGEM 513 Hampshire Quincy, Illinois 62301 Phone : 217-228-6617 Url : www.wgem.com Email : kwoodworth@wgem.com Fax : 1-217-228-6670 Terri Stutheit	N	0
89	WKOW 5727 Tokay Blvd. Madison, Wisconsin 53719 Phone : 608-661-2794 Url : www.wkow.com Email : bbeer@wkow.com Fax : 1-608-274-9514 Bonnie Beer	N	0
90	Word of Mouth Referral	N	1
91	WPTA 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
92	WREX Website 10322 Auburn Road Rockford, Illinois 61103 Phone : 815-335-7830 Url : www.wrex.com Email : amoon@wrex.com Fax : 1-815-335-2297 Audrey Moon	N	6
93	WVVA 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0652 Url : www.wvva.com Email : asluss@wvva.com Fax : 1-304-327-5586 Audrey Sluss	N	0

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94	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
95	WXOW/WQOW PO Box 3119 La Crosse, Wisconsin 54602 Phone : 507-895-9872 Url : www.wxow.com Email : twopat@wxow.com Fax : 1-507-895-8124 Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	1/28/2018	Establishment of training programs for station personnel	Our Local Sales Manager attended a 3-day, high performance boot camp in Tampa FL. Creating a high performance team, recruitment skills, establishing business and vision plans and creating an environment where the employees can do great work were a few of the subjects covered.	1	Local Sales Manager
2	2/27/2018	Establishment of training programs for station personnel	Our newly appointed Master Control Supervisor attended a one day seminar in Rockford IL. A Crash Course for the First-Time Manager or Supervisor.	1	Master Control Supervisor/Engineer
3	4/30/2018	Participation in other activities designed by the station employment unit	WREX Project Tornado. Started at WREX, each spring the WREX Meteorologists visit area schools to teach weather safety and answer questions about weather and meteorology. The weather team visited 15 locations reaching 2336 students. They handed out Project Tornado Guides to each school child and sent several out to home-schooled students.	3	Chief Meteorologist Meteorologist Meteorologist
4	5/7/2018	Establishment of an intern program designed to assist members of the community	WREX conducts a paid internship program called Quinternships. The purpose behind Quinternships is to offer students in the fields of journalism, broadcasting, communications and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital platforms. Students who participate (Quinterns) will gain a variant of practical experience and an hourly wage. The Company strives to offer these opportunities to a diverse group of interns. Each Quintern is assigned a mentor and has a 'curriculum' for each position. Summer Program has 2 Quinterns. 5/7/18 to 6/22/18 one Quintern from Rust College worked in the field and in the newsroom. Another Quintern started 5/22/18 and continues to work in the field and the	3	Quintern Quintern News Director

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5	5/18/2018	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate managers about non-discrimination, harassment, and followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers. As of 5/18/2018, a newly promoted engineer at the station was required to participate in a session entitled "Diversity & Inclusion" and "Harassment: Sex, Religion and Beyond." These courses require each manager to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question	1	Master Control Supervisor/Engineer
6	5/21/2018	Participation in events or programs sponsored by educational institutions	WREX provided tours to 120 seventh grade students from Winnebago Middle School in Winnebago Illinois. Four groups had a tour of the station with a stop in each department and a question and answer session ending the tour in the newsroom.	4	News Director General Manager Assistant News Director Meteorologist
7	6/5/2018	Establishment of training programs for station personnel	Illinois Broadcasters Association Training Camp-Write Tight, Inoculate Yourself Against Fake News, What Journalists Should Know About Guns and Ammo, 911 Ethics and FOIA were some of the topics added for journalists this year.	7	News Director Assistant News Director News Anchor Multi Media Journalist

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
8	6/13/2018	Provision of training to management	During two full days of meeting, June 13&14, 2018, convened by the Station's parent company, station personnel with substantial responsibility in HR functions attended multiple sessions regarding a wide variety of employment issues including hiring practices, record keeping, practices in rehires, benefits, and transition of employees from part-time to full-time, and the FCC's EEO rules. These sessions were led and moderated by a combination of outside consultants, the Company's HR Director, and outside legal counsel.	1	Administration and Human Resources Manager
9	6/26/2018	Establishment of training programs for station personnel	Our Production Supervisor went to Las Vegas to attend ProMaxbda: a global community of professionals passionately engaged in the marketing and promotion of television and video content. The 2018 ProMaxbda Station Summit was a four-day critical gathering where network, station groups, syndicators and local broadcasters discussed, talked and debated the issues, trends and emerging business opportunities driving success	1	Production Supervisor